



**LUTHERAN
CHURCH**
OF AUSTRALIA




**LUTHERAN
CHURCH**
OF NEW ZEALAND

A photograph of a group of people sitting around a white table in a meeting. A man with a grey beard and glasses, wearing a blue shirt, is in the foreground, smiling and looking towards the right. Other people are visible in the background, also smiling. There are glasses and a pitcher on the table.

LCA CONGREGATIONAL MINISTRY REVIEW

FRAMEWORK



So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ

... Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen. And do not grieve the Holy Spirit of God, with whom you were sealed for the day of redemption. Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice. Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.

Ephesians 4:11–13,15,16,29–32

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Lutheran Church of Australia
197 Archer Street, North Adelaide SA 5006 Australia

Phone +61 (0)8 8267 7300 | Email churchworkersupport@lca.org.au | Website www.lca.org.au/church-worker-support

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Please note: For the purposes of this framework, the word 'congregation' refers to a congregation, parish or other calling body.



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WHY A CONGREGATIONAL MINISTRY REVIEW?

A Congregational Ministry Review is a way for every congregation to ask, 'How are we going?' It is a time to celebrate what has been achieved, identify and understand what needs to be worked on and plan ways to move forward in ministry.

Evaluation is natural to the human experience. Evaluation is one of God's ways of bringing the history of the past into dialogue with the hope for the future. Without confession of sin there is no reconciliation; without the counting of blessings there is no thanksgiving; without the acknowledgement of accomplishments there is no celebration; without awareness of potential there is no hope; without hope there is no desire for growth; without desire for growth the past will dwarf the future. We are called into new growth and new ministries by taking a realistic and hopeful look at what we have been and what we can still become. Surrounded by God's grace and the crowd of witnesses in the faith, we can look at our past unafraid and from its insights eagerly face the future with new possibilities.

– Paul Beasley-Murray
from *Living Out The Call*

As Christians, we should regularly ask: 'What is God calling us to do and accomplish here in this place?' Then, 'How can we best practice this ministry?'

Ministry is the work of the whole people of God and not just the pastor. While the Congregational Ministry Review will include looking at the role of the pastor and the relationship between the congregation and their pastor, the focus of the review is not solely on the pastor's performance.

The Congregational Ministry Review is meant to help the entire congregation better accomplish God's mission together with their pastor, using the particular gifts and resources that God has given them.

The objectives of an annual review are to:

- affirm – and rejoice in – the partnership between people and pastor in their shared ministry
- review and consider the ministry of the congregation and pastor in a protected space and time, outside of the usual hustle and bustle of day-to-day work and life
- facilitate development discussions for the congregation, its ministry, and its members
- facilitate care (physical, emotional, spiritual, vocational etc) for the pastor and their family (where appropriate)
- support the continuing education of the pastor, including setting mutually beneficial vocational development goals
- support the Professional Pastoral Supervision program
- enable the district bishop to receive annual review documents and oversee the ministry in the district from the overall congregational perspective and participate more directly every three years.

As a result, the congregation and their pastor will be better able to pursue their ministry goals and directions together. They will have a greater understanding of what is expected of them and how to maintain their overall health and wellbeing in ministry. Roles will be clarified, and time and energy will be centred on what is important for their overall mission and ministry.

The relationship between a pastor and their congregation is a sacred relationship in which both parties make covenants to each other. These are articulated in a Letter of Call (see page 14). The Lutheran Churches of Australia and New Zealand have various mechanisms to support the work of pastor and congregation as they strive together to serve in their local ministry. Re-examining the mutual responsibilities that each party willingly agreed to is an important and worthy activity and is, in fact, expected as one of the items in the covenant made in the Letter of Call.

From the pastor's covenants and duties of care in the Letter of Call:

- 'Assist us in regular evaluation of the ministry and mission of the parish, including your own role in that ministry and mission'.

From the congregation's covenants and duties of care in the Letter of Call:

- 'Commit ourselves to assist you in regular evaluation of the ministry and mission of the parish, including your own role in that ministry and mission'.

In the secular realm, organisations and business entities have various forms of performance reviews and/or appraisals. While these serve their purpose in traditional employee–employer contexts, the relationship between pastor and congregation is different. Given the unique nature of the role of a pastor and their relationship with the congregation they serve, this type of performance appraisal is not strictly appropriate.

However, the notion of a regular review of various aspects of work and service would support both the calling body and the pastor. In the past, the church has developed and supported the use of a formalised semi-regular ministry review. While this served many congregations and pastors well in the past, the changing nature of ministry and congregational life suggests that a more frequent and regular review would be helpful.

The church has a series of policies and guidelines intended to support clear understandings and expectations in many work- and service-related areas. Matters such as the remuneration of pastors and leave entitlements, for example, have clear guidelines and standards. Workplace health and safety legislation also guides various aspects of work for all church workers, pastors, employees and volunteers. Other foundational documents, affirmations and Scripture also inform the

A good review will:

- reinforce strengths and celebrate achievements
- focus on encouragement rather than judgement
- generate constructive steps to work through challenges and difficulties
- look at positive ways to move forward into the future rather than remaining fixed on the past
- develop and set SMART goals (specific, measurable, achievable, relevant, and time-bound) and realistic plans for the future.

expectations of pastors and congregations in their relationships with each other.

Evidence gathered from the church worker wellbeing survey and from informal discussions suggests that guidance to both congregations and pastors around healthy work patterns for pastors would be helpful.

This ministry review creates space and time for a conversation about patterns of work to begin.

In Australia and New Zealand, how work is undertaken is increasingly governed by legislation or regulations and no longer just by agreements between workers and those they serve. This, too, now includes our pastors in many contexts, who, while not employees in a traditional sense, are workers in the bodies they have been called to serve.

As in any relationship, regular communication supports the relationship. Healthy relationships develop in an environment of positive communication, mutual accountability and recognition of the rights and responsibilities of all parties.

Participants are encouraged to remember that the intent of the Congregational Ministry Review is to improve effective ministry. This is sound and healthy stewardship. The Christian journey is one of continued growth and transformation, both as individuals and as the body of Christ, so that God's light and love pours through us to others.

Every third year (potentially), a more comprehensive review may be appropriate, and this may be facilitated by the district bishop and/or their delegate. Regular internal reviews are important and healthy, and an external participant in this review process may add an additional helpful perspective. The format of this is still to be determined (as at May 2023).

THE ANNUAL CONGREGATIONAL MINISTRY REVIEW PROCESS

Firstly, the ministry review process should be covered in prayer.

The congregational leadership will need to prayerfully select three key responsibilities or key ministry outcomes to focus on in the review. These should come from the congregation's ministry plan or the agreed mission and ministry areas from the last 12 months. If the congregation does not have these, select some key ministry areas to review, such as worship, pastoral care, hospitality, small groups, discipleship, youth ministry, children's ministry, outreach/mission/community connections, online ministry, or visitor follow-up and integration.

An additional item also needs to be selected from the pastor's Letter of Call document to be included in the review.

As well as the pastor and the chairperson, at least one and potentially two other congregational leaders should be selected to be part of the Congregational Ministry Review. This person should be mutually agreed upon by the pastor, chairperson and congregation leadership. It is a strong recommendation that you have at least one female participating in the review alongside the pastor to help create a more holistic and balanced viewpoint.

There are only three to five participants, so the

Congregational Ministry Review is more informal and less demanding to organise annually. As noted earlier, a more comprehensive review can be arranged periodically. The chairperson will represent the leadership and have a good understanding of their perspective and opinions. The people should have a good grasp of what is happening in the congregation and among the membership.

The people participating in the review will need to be provided with copies of:

- the pastor's Letter of Call document
- your congregation's ministry plan and/or other foundational mission and ministry documents
- Congregational Ministry Review Framework document, including the Congregational Ministry Review form with the chosen key responsibilities or ministry outcomes and Letter of Call item included.

These people should then agree on a suitable meeting time and place. The venue should be somewhere they all feel comfortable and can talk freely and without interruption. Allow plenty of time for sharing and discussion (at least two hours). The review should not be rushed.

Some examples of key responsibilities or ministry outcomes that congregations have

Provide God honouring, relevant, multi-generational worship services and resources to help people to encounter God in life-transforming ways.

Create and provide resources and opportunities for every member to grow and flourish in their faith and as disciples of Jesus.

Identify, equip and develop new leaders to lead our congregation and its ministries into the future.

Seek, cultivate and establish ways to engage and connect more effectively with the wider community around us.

Some examples of items from the Letter of Call document

Provide and oversee the Christian instruction and nurture of the children and adults in the congregation(s) and prepare the catechumens for communicant membership of the church.

Help us discover and use the gifts from the Holy Spirit for the common good, equip us for service, and encourage and support us in our Christian vocation.

Lead us in fulfilling our responsibility to witness for Christ and promote and guide the mission activity of the congregation(s) in the local community.

BEFORE THE REVIEW MEETING

It is important for all participants to ensure that they have:

- prayed about the meeting
- reviewed the pastor's Letter of Call document
- read and familiarised themselves with the congregation/parish ministry plan and/or mission and ministry documents
- worked through the Congregational Ministry Review Framework document and independently considered the progress, strengths, barriers and potential future goals/plans in each of the agreed areas on the Congregational Ministry Review form
- clarified the procedural aspects of the review process and are comfortable with the intent of the review
- addressed any queries or concerns about the process.



TOP TIPS

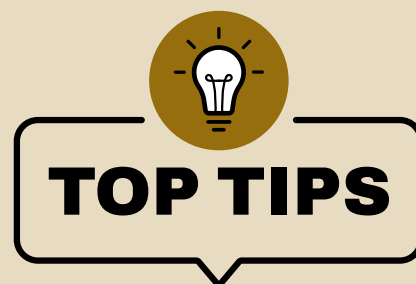
TIPS FOR ESTABLISHING A FAVOURABLE ENVIRONMENT:

- Meet somewhere that enables everyone to relax and talk freely.
- Think about the arrangement of the room you will use.
- Ensure you will not be interrupted.
- Turn mobile phones off.
- Have water and glasses available.
- Establish ground rules, including confidentiality.
- Allow sufficient time.



DURING THE REVIEW MEETING

- Begin with prayer.
- Encourage and foster open and honest sharing and communication.
- Listen carefully and actively to what each participant has to say.
- Ask clarifying questions if necessary to avoid any confusion or misunderstanding.
- Work through the form section by section.
- Allow each participant to share their thoughts on the progress, strengths, barriers and potential future goals/plans in each areas of the Congregational Ministry Review form.
- Discuss and document an agreed-on position or response in each area.
- Discuss and agree on what will be shared with congregational leaders and what will be shared with members.
- Set the time for another meeting to finish this process if time runs out.
- Close the meeting with prayer.



TIPS FOR FOSTERING GOOD COMMUNICATION:

- Focus on active listening.
- Create time and space for people to talk.
- Don't interrupt.
- Ask questions to clarify.
- Be open-minded.
- Encourage open communication.
- Ensure people feel heard and valued.
- Try to understand other people's perspectives.
- Deal with misunderstandings immediately.
- Be aware of your non-verbal communication.
- Discuss one topic at a time.
- Ensure confidentiality.

Some examples of general discussion questions to begin the review

What has been a highlight for you in the life of our congregation in the past year?

What have been the ministry highlights for our congregation?

What have we achieved in our ministry here in the past year?

Some examples of clarifying questions

Is this what you just said ...?

Did I hear you correctly when you said ...?

Did I summarise what you said correctly?

Could you repeat that please?

Am I correct in understanding that you feel ...?

I'm not sure I'm clear on what you're saying.

Can you say it another way?

Can you expand on that?

When you said ... what did you mean?

Why do you think this is the case?

Can you explain how you come to that conclusion?

TIPS FOR GIVING AND RECEIVING FEEDBACK:

- Treat other with care and respect.
- Lead with integrity.
- Focus on the issues, not the person.
- Be specific and realistic.
- Focus on positive outcomes.
- Give the recipient a chance to respond.
- Listen to the feedback given.
- Assume good intentions.
- Be aware of your responses.
- Avoid becoming defensive or argumentative.
- Don't be afraid to stop or pause the meeting.
- Establish ground rules.

TIPS FOR MANAGING WORKLOAD COLLABORATIVELY:

- Clarify expectations.
- Establish priorities jointly.
- Break large undertakings and responsibilities down into smaller tasks.
- Share the workload.
- Develop SMART goals and realistic plans.

AFTER THE REVIEW MEETING

- The congregational leadership prayerfully considers and reflects on the agreed responses and findings of the Congregational Ministry Review and any actions they may have to take as a result.
- The pastor prayerfully considers and reflects on the findings of the Congregational Ministry Review and actions he may have to take towards the agreed goals and plans.
- It is vital that the congregational leadership and the pastor follow up and appropriately action the matters that have arisen from the Congregational Ministry Review. What happens as a result of the review is as important, if not more important, than the review itself.
- Make a time for a follow-up discussion. It is recommended that the review participants arrange to meet again in six months to touch base and review progress – or sooner if required or appropriate.
- The final Congregational Ministry Review form with the agreed-on responses must be sent to the email address on the form. It will be forwarded to the relevant district bishop, who will acknowledge receipt of the document and follow up as necessary and appropriate.

Handling sensitive or distressing information

Agree jointly on what can be shared with congregational leadership.

Offer suitable referrals and support if appropriate.

Offer to assist with seeking support if appropriate.

Seek support for yourself if you need to.

Where to get help:

- Speak to your local GP.
- Contact your district bishop.
- The LCA has an Employee Assistance Program (EAP) for pastors, employees and their immediate families, paid through the LCA HRS. Contact the Church Worker Support Department for more information.

There are support services where you can speak with a trained professional 24 hours a day by telephone and online chat.

AUSTRALIA:

- 13 HEALTH 13 43 25 84
- Mensline Australia 1300 789 978
- Lifeline 13 11 14 or www.lifeline.org.au
- Salvation Army 1300 36 36 22
- Beyond Blue www.beyondblue.org.au

NEW ZEALAND:

- 1737: free call or text any time for support from a trained counsellor
- Healthline 0800 611 116
- Lifeline 0800 543 354 (0800 LIFELINE) or free text 4357 (HELP)
- Samaritans 0800 726 666

CONGREGATIONAL MINISTRY REVIEW



**LUTHERAN
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**LUTHERAN
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OF NEW ZEALAND
Te Hāhi Rūtaana o Aotearoa

Calling body	Wittenberg Lutheran Church
Chair	Fred Smith
Pastor	Martin Luther
Other congregational leader/s	Jane Schultz
Review date	6 June 2023

PRAYER

Set aside time for private prayer before the review meeting as you work through the sections that follow.
Make time at the beginning of the review meeting to pray together.

MINISTRY REVIEW

General discussion

Congregational life and ministry highlights from the previous year

The spring fair was a wonderful community gathering event. It was especially good to see members of the local community coming along, and some great connections were made, including three new families joining the Mainly Music sessions.
Four of our young people were confirmed in October last year.

Congregational health and wellbeing considerations

There is still a lingering sense of fatigue after the pandemic, and a few members are struggling to find time for rest and appropriate work.
This has had an impact on our financial position.
With many older members, it is not surprising that the number of funerals held each year is increasing.
This impacts the congregation in various ways.

Congregational spiritual life considerations

The Lenten series of Bible studies was well received and well attended. It was especially good to see the young people preparing for confirmation join in with this study series. The older members really appreciated getting to see the faith of these young people and have commented on how it enhanced their understanding of the challenges they face. The confirmation group really enjoyed spending time with the older members, and some have paired up with an older member to meet to pray together and foster the relationship begun in the Lenten series.

Pastor ministry highlights from the previous year

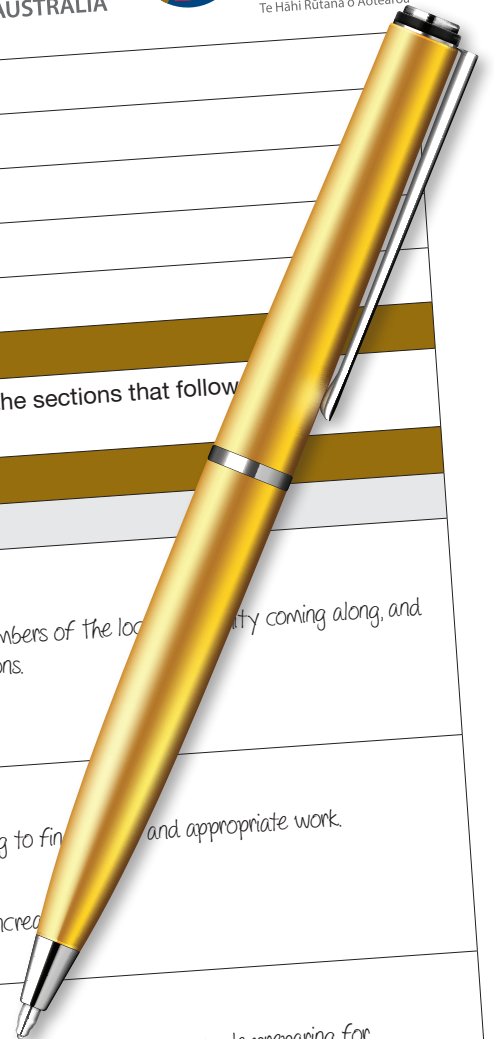
It has been great to see connections forming between older and younger members of the congregation. Seeing the number of people who are engaging with our online worship has been good, but still looking to see how we might engage with them more fully - this is a great opportunity.

Pastor personal health and wellbeing considerations

Pastor has two weeks holiday coming up in July. Hanging out for them. Planning also to take a week's break after Christmas.
Suggested that this also happen after Easter next year with the extra workload then.
Has joined a local walking group and is walking regularly.

Pastor personal spiritual life considerations

Pastor feels his spiritual life is going well at the moment and has scheduled monthly retreat times.



Outcomes – Select three key responsibilities or key ministry outcomes to focus on from the ministry plan or agreed mission and ministry areas from the past 12 months. Include an additional item from the pastor call document.	Assessment – Review participants, independently consider progress, strengths, barriers and potential future goals/plans before meeting and then discuss and document the agreed position during and/or after meeting together.
1. Identify, equip and develop new leaders to lead our congregation and its ministries into the future	<p>Comments on current progress The network 'Finding your fit' course was well attended. Pastor has been diligent in ensuring that participants are followed up to talk about where they might fit in ministry. The church council is in the process of 'apprenticing' two new younger members. Pastor is mentoring our youth leader in mentoring three other potential youth leaders. Good congregational response to Volunteer Sunday.</p> <p>Strengths identified Pastor shows great strengths in mentoring leaders.</p> <p>Barriers identified Pastor sometimes tries to do too much himself rather than taking opportunities to involve other leaders or potential leaders.</p> <p>Agreed goal/s or plan/s for the next 12 months Pastor to focus on mentoring leaders in key ministries areas rather than doing it all himself. Network 'Finding your fit' course to be run again in the first half of next year with a team of people to follow up with the participants. Volunteer Sunday to become an annual event.</p>
2.	<p>Comments on current progress</p> <p>Strengths identified</p> <p>Barriers identified</p> <p>Agreed goal/s or plan/s for the next 12 months</p>
3.	<p>Comments on current progress</p> <p>Strengths identified</p> <p>Barriers identified</p> <p>Agreed goal/s or plan/s for the next 12 months</p>

Pastor Call Document item review Provide and oversee the Christian instruction and nurture of the children and adults in the congregation and prepare the catechumens for communicant membership of the church.	Comments on current progress Children's talks during the service have had an impact, including on our 'online' attendees. Four children were confirmed in October, and three first communions in May. The Lenten study series was very well received. We reached a larger number of people by recording it and making it available online. People could even rewatch it!
	Strengths identified Made the Lenten studies come to life.
	Barriers identified Lack of time available to research and develop further studies and training opportunities.
	Agreed goal/s or plan/s for the next 12 months Will do another Lenten study next year. Look at a possible study for the second half of the year. Explore the option of using an available video study to take the pressure off. Find appropriate people to help with the children's addresses

CONTINUING EDUCATION FOR PASTOR PLANS

Agreed continuing education/vocational development goal 1		
Actions and outcome a. Pastor to attend Mental Health First Aid course. b. Pastor (and Chair) to attend LCA cross-cultural ministry conference. Then to lead session in the congregation to share learnings.	By whom a. Pastor to find appropriate course and book. Treasurer to arrange payment when booked. b. Fred to book conference and accommodation. Pastor and Fred to plan congregation session.	By when a. September 2023 b. Conference in May 2023, Congregation session by end of July 2023.

Agreed continuing education/vocational development goal 2		
Actions and outcome	By whom	By when

HOPES/PLANS FOR SHARED MINISTRY IN THE COMING YEAR

1. Continue to walk with confirmees and encourage their continued involvement in the life of the congregation, especially in worship services and with older people
 2. Build on success of spring fair and plan one for next year. Plan a smaller Autumn community gathering around meal. Invite Mainly Music families and letterbox area. Connect with local migrant support service.

CONGREGATIONAL CHILD SAFETY PLANS FOR COMING YEAR SUMMARY

Include Safe Church Training status review
 1. We are on target against plan (see attached doc)
 2. Need to begin recruitment for child safety ambassador - volunteer position
 3. Next self assessment will need to be done at end of 2024.

ESSENTIAL DETAILS CHECKLIST – NOT ALL ITEMS MAY BE APPLICABLE

All participants have reviewed the Letter of Call document	✓
All participants have read the congregation/parish ministry plan (or other foundational documents)	✓
All participants have read the Congregational Ministry Review Framework document	✓
Workplace health and safety concerns are discussed and recorded as required	✓
Working with Children Checks are up to date (and/or other check as required)	✓
Safe Church Training is up-to-date or scheduled as required	Scheduled for August
Other certifications/licences are up to date	✓
Continuing Education for Pastors (CEP) log completed	✓
Professional Pastoral Supervision Annual Acknowledgement completed (if applicable)	✓

Chair's comments

I want to thank pastor and the other leaders for working through this process and for approaching it in a positive manner. The conversations we had were productive and helpful. Especially looking at the pastor's call document again, it was eye opening to be reminded about what we had both committed to when the call was made.

Pastor's comments

I found it encouraging to sit with the small group of leaders to reflect on the ministry of the congregation over the previous year (and more). I appreciated the care and concern for my wellbeing and the conversations about sharing the workload and sense of responsibility with others.

Other congregational leaders comments

This document reflects the agreed record of the meeting between:

	Signature
PASTOR	
CHAIR	
OTHER CONGREGATIONAL LEADER/S	

Share with the calling body council, and submit this form along with the CEP Log and PPS acknowledgement in the Ministry Review section of the LCA Portal for forwarding to the relevant district bishop.

THE COVENANTS OF THE LETTER OF CALL

The pastor's covenants and duties of care

- Preach and teach the word of God as revealed in the Old and New Testaments in its truth and purity according to the Confessions of the Evangelical Lutheran Church as contained in the Book of Concord, and administer the sacraments in accordance with their divine institution
- Conduct regular services as agreed upon with the congregation(s)
- Guard and promote faithfully our spiritual welfare; to this end, exercising spiritual oversight over us and ministering to us according to our particular needs
- Guide us in the exercise of church discipline in accordance with the word of God
- Provide and oversee the Christian instruction and nurture of the children and adults in the congregation(s) and prepare the catechumens for communicant membership in the church
- Participate in and develop a ministry of pastoral care in the homes of all under the spiritual care of the congregation(s)
- Help us to discover and use for the common good the gifts the Holy Spirit has given, equip us for service, encourage and support us in our Christian vocation
- Lead us in fulfilling our responsibility to witness for Christ, and promote and guide the mission activity of the congregation in the local community
- Provide pastoral leadership at meetings of the parish and the congregation(s) and have pastoral oversight of all committees and organisations within the parish and the congregation(s), of the schools and all other activities within the parish
- Keep your practice in harmony with the word of God, the confessions of the Lutheran Church, the constitution and by-laws of the Lutheran Church of Australia, and the constitutions of the parish and congregation(s)
- Serve as an example in Christian conduct by earnestly endeavouring to live in brotherly unity with us and with fellow workers and sister congregations
- Stimulate and encourage us to support the work of the Lutheran Church of Australia
- Participate in the church's program of continuing education for pastors in order to equip yourself better for ministry and adopt a cooperative attitude with us in determining the courses that will best help you develop your ministry
- Assist us in regular evaluation of the ministry and mission of the parish, including your own role in that ministry and mission
- Ensure that personal records of the members of the parish are accurately kept; that all baptisms, confirmations, marriages, burials and attendance at the Lord's Supper are promptly and properly recorded; and that the statistics of the congregation(s) are promptly and accurately reported, as required by the Lutheran Church of Australia

The congregation's covenants and duties of care

- Receive you as our pastor, a servant of the Lord Jesus Christ, and accord you the love, respect, goodwill, and cooperation due to your office
- Promise you our diligent and faithful assistance and prayerful support
- Seek your counsel and aid for our spiritual welfare, cooperating in your endeavours to care for us, including pastor visits to our homes
- Cooperate with you in endeavouring to extend the ministry of the word to all under the spiritual care of the congregation and in the wider community
- Obligate ourselves to make faithful and regular use of the Means of Grace, so that God's enabling power may have free course among us, and that we carry out our God-given ministry to the service and glory of God and the welfare of all
- Support the work of the Lutheran Church of Australia
- Receive you as a brother in Christ and provide you and your family with love and care, pledging our support for your welfare as a person, physically, emotionally and spiritually
- Commit ourselves to assist you in regular evaluation of the ministry and mission of the parish, including your own role in that ministry and mission
- Provide for your proper maintenance according to our ability, and annually review your salary, housing arrangements and all allowances
- Pay you a salary in accordance with the salary scale and conditions set by the Lutheran Church of Australia
- Provide a residence and keep it in good order

ETHICAL STANDARDS OF BEHAVIOUR IN THE LCA AND LCNZ

As Christians, we know and proclaim that God loves all human beings. Responding to that love in how we behave towards one another is an important part of that message. As Jesus says in John 13:35, 'If you love each other, everyone will know that you are my disciples'.

It is important, therefore, that we clearly articulate the standard of behaviour we expect from one another, not using vague language, but in useful and practical terms.

The General Church Board has approved specific [Standards of Ethical Behaviour](#) for the Lutheran Church in both Australia and New Zealand. Underpinned by scripture and church policy, these standards are applicable to all aspects of the life of the church.

In our personal behaviour we demonstrate God's love by:

- setting a good example of Christian living
- treating each other with dignity and respect
- being courteous, kind and compassionate in our words and actions
- not abusing people (including members of our family), verbally, physically, emotionally, sexually or spiritually
- acting responsibly in potentially addictive activities which may cause harm to our family, such as abuse of alcohol, addictive substances or gambling
- refraining from engaging in, viewing, or possessing pornographic materials
- cultivating a lifestyle of reconciliation.

In our pastoral caring we demonstrate God's love by:

- ensuring that our caring ministry is for the benefit of the other and not for ourselves
- maintaining appropriate boundaries keeping appropriate records and storing them securely
- maintaining privacy in regards to our pastoral care, ensuring that confidential information is not disclosed, even to family members, without permission
- undertaking relevant training on a regular basis

- considering if a personal relationship will impinge on our ability to provide pastoral caring
- considering the needs of vulnerable people.

In caring for children we demonstrate God's love by:

- ensuring children feel safe, are respected and listened to
- considering the needs of children in all decisions regarding church activities
- not abusing children physically, emotionally sexually or spiritually
- ensuring that no form of physical punishment is administered to any child while engaged in church activities
- ensuring that systems for the prevention of harm to children are maintained
- ensuring compliance with all legislative requirements for the health, safety and wellbeing of children.

In our communications we demonstrate God's love by:

- using polite and respectful language when engaging with each other and with people in contact with the church
- respecting the opinions of others
- exercising good judgement when sending electronic mail and in the use of social media
- refraining from sending messages which are, or could be perceived as, harassing, threatening, abusive or obscene to each other or to people in contact with the church
- exercising good judgement in the material on our personal social network site
- refraining from viewing or circulating material that is pornographic or obscene, violent, racist or hate related, malicious, libellous or slanderous.



In financial and administrative matters we demonstrate God's love by:

- setting an example of financial integrity both in our personal capacity and in our church activities
- ensuring that church and legislative requirements are followed when dealing with church monies
- refraining from seeking personal advantage or unfair financial gain for ourselves or family and friends from our position or role
- considering if the acceptance of a gift is appropriate in all the circumstances
- considering if there is a conflict of interest or a perceived conflict of interest if we are engaged in decision-making
- ensuring that volunteers are nurtured, nourished and valued
- ensuring that systems for the prevention of harm are maintained
- ensuring compliance with all church and legislative requirements for the health, safety and wellbeing for all people who engage with the church.

The Ethical Standards of Behaviour brochure is available from the Professional Standards Department webpage at www.lca.org.au/professional-standards/standards-ethical-behaviour

LUTHERAN CHURCH OF NEW ZEALAND
LUTHERAN CHURCH OF AUSTRALIA
where love comes to life

LCANZ Standards of Ethical Behaviour

God created the church to continue his work on earth. Its task is to celebrate love and life, and to be the vehicle for God's continued work of bringing love to life in the world. The church lives on the gifts of God – God's forgiveness, God's love, God's own life. In its worship the church experiences the love of God in words and actions of forgiveness and of empowerment. Infused with the real presence of Jesus Christ, love comes decisively to life every time the people of God gather.

The life of a Christian is a life of faith active in love, empowered by the love of Christ himself. Indeed we have no other obligation, except to participate in this world transforming gift of God's love.

Love changes people. The experience of being loved brings with it a kind of newness that brings out the best in us. We become more open to the gifts of life and the needs of others, and we live in a new way, a renewed way. Love brings life.

When loved, compassion, less and other and of you someone. Be you, put on together

*in perfect unity
(Colossians 3:12-14).*

WHEN THINGS DON'T GO TO PLAN

Occasionally things don't go to plan!

The College of Bishops and the Churchwide Office are committed to supporting the relationships between pastors and the people they serve. Generally, these relationships will not directly involve the church's leaders or representatives of the Churchwide or District Office unless you bring them into conversations. If you require assistance with the administration of this ministry review or have queries, the following people may be helpful.

USEFUL CONTACTS

LCA Church Worker Support Department

Manager

Dr Chris Materne

08 8267 7337 or 0448 382 466

christine.materne@lca.org.au

Your district

District bishop

District administrator

Mission and ministry director

Your local Professional Standards officer

District offices

New South Wales, including ACT

02 8660 1200

New Zealand

04 385 2540

Queensland

07 3511 4000

South Australia – Northern Territory


08 8267 5211

Victoria and Tasmania

03 9236 1222

Western Australia

Check LAMP2



God grows us as his people to a mature faith in Christ – a faith that comes to life through effective witness and ministry so that people everywhere may know Christ and his love. Through faith in Christ, by the work of the Holy Spirit, we are:

- shaped by the gospel of grace
- blessed by relationship
- united by Christ
- marked by integrity.

– LCA Our Direction 2018–2024

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